

Correctional Education Council (CEC) Board Meeting Minutes
December 17, 2018
Maryland Department of Labor, Licensing and Regulation (DLLR)
1100 N Eutaw Street, Baltimore MD 21201

Council Members

Kelly Schulz, Martha Danner, Alice Wirth, Antoine Payne, Deborah Grinnage-Pulley, Jack Weber, Jennifer Gauthier, Kip Kunsman, Michael DiGiacomo, and Yariela Kerr-Donavan

Staff and Guests

James Rzepkowski, Erin Roth, Jack Cunning, Danielle Cox, Ellen Willingham, Erica DuBose, Kathleen White, Leza Griffith, Marshel Pollock-Lawrence, Tamara Barron, Timothy Byrd, and Natalie Clements

Absent

Jack Kavanagh, James Fielder, and Mike Gill

Alice Wirth called the meeting to order at 10:03 a.m. A quorum was reached.

Welcome

Secretary Schulz welcomed attendees to the meeting and thanked everyone for taking time out of their busy schedules to participate.

Approval of Minutes

The minutes of the September 24, 2018 meeting were approved.

DLLR Updates (Secretary Schulz)

Secretary Schulz understands the difficulty in hiring for vacant positions but looks forward to a fruitful 2019. The educational tablets are a success. The Department of Labor, Licensing and Regulation (DLLR) has been able to secure a grant to expand the tablet pilot.

DPSCS Updates (Martha Danner)

The Department of Public Safety and Correctional Services (DPSCS) is looking to hire more correctional officers. DPSCS is doing great in the Maryland Charity Campaign.

Hospitality Pre-Apprenticeship at MCI-W (Erin Roth)

- Erin Roth, Acting Deputy Assistant Secretary at DLLR Division of Workforce Development and Adult Learning (DWDAL) presented on the Hospitality Pre-Apprenticeship concept for the Maryland Correctional Institution for Women (MCI-W).
- DLLR, DPSCS, MCI-W, and the American Hotel and Lodging Association are in the planning phase for a new pilot hospitality pre-apprenticeship training program behind-the-fence.
- Background on the pilot:
 - DLLR jumped in to work with the Maryland Department of Health and other partners to combat the opioid crisis.
 - DLLR secured two grants, including (1) \$1.9 million from the National Health Emergency Dislocated Worker Demonstration Grant and (2) \$650,000 from the United States Department of Labor Women's Bureau. The federal government declared a state of emergency concerning the opioid epidemic, freeing resources to address the crisis.
 - This pilot will be funded by the Women's Bureau grant to provide workforce solutions to women that have been affected by the opioid epidemic.

- The vision is for students to start with the pre-apprenticeship program to get entry-level certifications in the hospitality field. The pilot is aiming for between 35 to 40 students to participate. The pilot will leverage the Reentry Navigators to provide extra support as connection points between release and employment. The pre-apprenticeship would prepare the students to enter into a Registered Apprenticeship program. Registered Apprenticeship is a job from day one with a prevailing wage.
- DLLR is engaging the American Hotel and Lodging Association Maryland Chapter to identify interested employer partners.
- The supportive service piece has yet to be figured out, for there are lots of strings attached to this grant. No more than ten percent can be spent on supportive services (e.g. transport assistance, child care, uniforms, etc.); these are the things that help make an individual a successful candidate and employee.
- A strong partnership with DPSCS is essential to the success of this pilot.
- The funding stream makes it difficult to partner with non-public institutions. The hospitality pre-apprenticeship instructor behind the fence will be hired by DLLR. The job post should be posted soon.

Reentry Navigator Update (Erin Roth)

- Erin Roth, Acting Deputy Assistant Secretary at DLLR DWDAL, shared updates on the Reentry Navigators.
- Erin Roth will email the Reentry Navigators' contact information to the Correctional Education Council (CEC) members.
- DLLR recognized a partnership opportunity for the Office of Correctional Education and the Office of Workforce Development to create Reentry Navigators in order to increase the reach of the workforce system and spread support regionally to better support this population. The idea for this position came out of the CEC. DLLR is in the process of hiring five individuals (three have been on-boarded).
- The Reentry Navigators will be based in Anne Arundel County, Baltimore City, the Lower Shore, Prince George's County, and in Western Maryland. These locations were strategically picked based on where the institutions are and where individuals move to once released. The Reentry Navigators are workforce development staff that will report up through the American Job Center system. Lloyd Day, Director of the Office of Workforce Development at DLLR DWDAL, will be the main point of contact on the DLLR side for this project.
- They are approved for DPSCS clearance and will have a presence in the institutions, so individuals will get to know them pre-release. The Reentry Navigators will provide a warm handoff to available resources.
- The CEC can think through where the connection points may be, e.g. employers, American Job Centers, etc. There is a recognized need for communication materials about this population and/or resources available to this population. Two communication materials will be developed, one for businesses and one for reentrants, each with testimonials of successful connections. The disclaimer is that not all of the Reentry Navigators have been hired.
- The CEC welcomed Reentry Navigators Timothy Byrd (Anne Arundel County), Marshel Pollock-Lawrence (Baltimore City), and Ellen Willingham (Lower Shore) to the meeting and invited them to share experiences thus far. Timothy shared that he is learning a lot everywhere he visits. Marshel found the connections interesting that she makes by visiting different meetings (e.g. CEC, Governor's Workforce Development Board, etc.). She is excited and motivated to help Baltimore City residents. Ellen found that when inmates were released, they were at the lowest tier of Maslow's hierarchy of needs. It is important to connect them to resources for base support

(medical, food, clothing, housing, etc.). The American Job Center is not necessarily the first needed contact. The reentrants need wrap-around services from the beginning.

- DLLR and DPSCS are still figuring out how best to connect the Reentry Navigators to the population, whether to use a reactive or proactive method. The idea is for the Reentry Navigators to be proactive in connecting to inmates near release while also using a reactive side if a reentrant reaches out. The Reentry Navigators cannot do call follow-ups with the reentrants. The reentrant must reach out first after release. The connection pre-release will increase the rate of reentrants contacting Reentry Navigators upon release.
- Perhaps DPSCS' Division of Parole and Probation could be leveraged for follow-up connections. This would be a good connection point to use the communication material about services available to ex-offenders. Martha Danner will provide a Parole and Probation contact to Alice Wirth. DLLR will plan a meeting between DPSCS Division of Parole and Probation and the Reentry Navigators.

Correctional Education Updates (Alice Wirth)

Alice Wirth, Correctional Education Director at DLLR DWDAL, opened the floor for her staff to share Correctional Education updates concerning staff vacancies, GED numbers, occupational updates, and transitional updates.

Staff Vacancies (Jack Cunning)

- Jack Cunning, Field Director at DLLR DWDAL, reported on the current vacancies in Correctional Education.
- The following positions have been filled since September 24, 2018:
 - Office Secretary III at the Occupational Skills Training Center (OSTC),
 - Office Technology Teacher at the Roxbury Correctional Institution (RCI),
 - Librarian at the Maryland Correctional Pre-Release System Admin Offices (MCPRS), and
 - Administrative Specialist III at HQ.
- The following positions are posted at the present time:
 - Building Maintenance Instructor at RCI,
 - Office Technology Instructor at RCI,
 - Office Technology Instructor at MCI-W, and
 - Office Technology Instructor at the Maryland Correctional Institution – Hagerstown (MCI-H).
- The following positions need to be posted:
 - Plumbing Instructor at OSTC,
 - Masonry Instructor at the Eastern Correctional Institution (ECI-E),
 - HVAC Instructor at OSTC,
 - HVAC Instructor at the Maryland Correctional Training Center (MCTC),
 - Four Academic Teachers for the Central Region, and
 - Administrator at HQ.
- There are currently 13 vacant positions.

Correctional Education GED Numbers (Danielle Cox)

- Danielle Cox, Academic Coordinator at DLLR DWDAL, reported on the Correctional Education GED Number updates.
- Correctional Education currently has 138 GED's for fiscal year 2019; the national pass rate is 74 percent.
- Correctional Education began to give the ESL test (TABE Clas-E) to inmates at the facilities that offer ESL classes (MCI-H, MCTC, and MCI-J). The teachers are giving all demographic and

testing data to the principals. Danielle puts the data into a spreadsheet and then passes it onto the LACES data personnel to report.

- In August, the teachers, principals, and Cox began writing the Correctional Education ESL Curriculum. The Maryland Content Standards for ESL, GED Test Series, Common Core, TABE Clas-E Standards, and College and Career Readiness Standards became the base documents for review. The curriculum is now in final draft form and was given to all principals along with the teachers at MCI-H (highest ESL population) to review and give remarks. The goal is to send it to the printer by the end of January. Correctional Education will then plan Professional Learning to introduce the curriculum to all teachers in the state.
- The fiscal year 2018 grant was extended until March 2020; however, the majority of the funds have been used, with the exception of contractual funds that were unused due to contractual teachers not being hired. Correctional Education has received the funding amount for fiscal year 2019 but not the NOGA.
- The under 21 student count for each school was due in October from each principal (this is the number of under 21 students that were enrolled during fiscal year 2018, which determines fiscal year 20 funding). The total number was lower than in preceding years, which may cause Correctional Education to obtain fewer funds than we have previously received, unless the Maryland State Department of Education (MSDE) receives an increase in Federal funds.
- Correctional Education begun spending down fiscal year 2019 funds. Adult Education will begin monitoring schools starting in January. They will be reviewing student files to see if the data matches what was reported in LACES for fiscal year 2018. Danielle will be sending in the first trimester report this week.
- After looking at our GED and TABE data, Danielle noticed that our Reading scores were quite low. This prompted her to travel throughout the state in November to conduct a Reading training for the ABE Reading teachers titled: The Essential Components of Reading. The training was successful, and the evaluations were positive from every region. She has also conducted several ESL trainings and has visited the new TABE testers in each region to train them on administering the TABE test.
- Tablet updates include:
 - All five facilities (MCTC, RCI, MCIW, BCF, and MTC) have their tablets and have begun using all of the software available. Though there have been some difficulties in regard to passwords, the students at the three new facilities are enjoying the programs.
 - Danielle visited RCI last week. The students there go to their regular classes in the morning and then volunteer to come to the Tablet class in the afternoon.
 - DLLR has budgeted funds to purchase additional tablets for MCIH and ECIW from the N&D grant. Danielle has begun writing the Sole Source to be submitted this spring. APDS is also the only tablet company to offer a multitude of education based software specifically for increasing TABE and GED scores in addition to an ESL program.
 - Jason Guard from Essential Education, the company that brings us the TABE Academy software, will be in the Jessup area tomorrow to conduct a “train the trainer” meeting with one of the ABE teachers at MCI-W. She will then travel to all of the tablet sites to train the other teachers on the software.
- The following professional development opportunities will be available in the spring of 2019:
 - Reading Horizons Software Training,
 - Using Assessment Data to Inform Instruction, and
 - Color Vowel Approach (ESL).

Occupational Updates (Tamara Barron)

- Tamara Barron, Occupational Coordinator at DLLR DWDAL, reported on occupational updates.
- National certificate obtainment for Fiscal Year 2019, as of October 31, 2018, is:
 - Automotive Maintenance and Inspection: 33 for Automotive Services Excellence (Refrigerant Test) and 30+ for Automotive Service Excellence;
 - Diesel Technology Program: 3 for Medium and Heavy Trucks (Diesel Technology Program, Brakes);
 - Construction Programs: 68 for CORS and 68 for Trade;
 - Fabric Cleaning: program sunset for Pro Clean College; and
 - HVAC: to be determined for the Environmental Protection Agency.
- Tamara Barron and Erica DuBose hosted Regional Professional Development for all Occupational and Transitional Instructors as well as principals. After last year's Professional Development, they reviewed the evaluation feedback for information and training needed and used that information as well as new updates to develop the agenda. Topics covered included: DLLR and DPSCS updates, supporting and motivating struggling learners, maintaining student records, the required annual school audits/site visits, resources, the new Reentry Navigators and support, American Job Center updates and employment opportunities, and evaluation feedback. Evaluation feedback was that instructors want more information on teaching to address generational differences and learning styles. Correctional education is working with employers to see latest needs and desired skills.
- The automotive program, ASE, rebranded their program and testing platform and it is now called the Entry Level Certification Program. ASE Fall Examinations are under way (August 1, 2018 through December 31, 2018). The testing has increased from \$35 to \$45 per student. Students are now able to retest after 30 days instead of having to wait until the next semester. Tamara is working with DPSCS IT Department to address difficulties with ASE testing administration. Tamara was unable to test at OSTC on December 10th nor at Maryland Correctional Institution – Jessup on December 11th. Initially the program was formatted to use Internet Explorer, but the technical requirements now require at least Chrome (v51 or higher), which is not available for any of the Automotive Training Programs.
- The Diesel Technology Program continues with advanced students learning more about Diesel Technology.
- Through the completion of the Barber Stylist Training Program, inmates will have the opportunity to earn the new State of Maryland Limited Barber Stylist License. The program at RCI is up and running, and the students are doing well. The MCIW has not started, for Correctional Education and the Anne Arundel Community College are having difficulty finding an instructor with the proper credentials. The position has been re-posted. We are working with AACC to find an instructor, they have re-advertised the position. Tamara reached out to the Barber Board, who have shared the position with all of the Licensed Barbers in Maryland. The Correctional Education team will leverage connections with the Division of Occupational and Professional Licensing as well as licensing boards to address the teacher vacancy at MCI-W for the barber occupational course.
- Periodically as a program closes, Correctional Education looks to expand and/or enhance programming.
- Automotive Service Excellence uses a Refrigerant Exam~ Paper/Pencil Examination). Currently, only OSTC is offering the Refrigerant Exam. Correctional Education is working to add all Automotive Training Programs (RCI, MCTC, MCIJ, and ECIE).
- Correctional Education currently offer state level certification as a forklift operator, but Tamara is working with the instructor to collaborate with the National Safety Council and J.J. Keller to look

into national certification for Powered Industrial Lift Truck Operators~ Operational (Forklift Operator) and HAZMAT Handler.

- OSTC hosted its' first Professional Advisory Committee Meeting on Friday, November 16, 2018. Participants engaged in a tour and discussion about OSTC programming. Participants brainstormed activities to acclimate students to employment in the community post training. Higher security level institutions are experiencing difficulty planning and implementing a Professional Advisory Committee meetings. Many students are not near release. Correctional Education staff members are brainstorming additional ways to engage employers.
- Beginning in July 2018, DLLR and DPSCS partnered to pilot ServSafe training and testing for inmates at four institutions, including MCI-H (inclusive of Central Kitchen), Jessup Correctional Institution (JCI)/Brockbridge Pre-Release Unit, Patuxent Correctional Institution, and MCI-W. Participants receive ServSafe training, are assessed to qualify for licensure testing, and receive support with searching for employment post-release. At the Central Kitchen, three inmate program trainees were recently tested and passed the ServSafe Food Handler Exam.
- Tamara is working with Anne Arundel Community College to fill the Occupational Program Assistant positions at DLLR HQ (vacant since January 2018) and JSTP~ Central region (Jessup, MD) (vacant since July 2018).
- Great progress has been made with internet connectivity. Tamara and Dr. Kathleen White (DPSCS, Correctional Education Coordinator) hosted several conference calls with Certiport Management, their IT Security Team, DPSCS IT Team, and Jim Boden (DLLR) to discuss how to securely add Certiport testing areas to the DPSCS Network or test off-line. Currently Correctional Education still cannot offer national certification testing for programs in CADD, Graphic Arts, Office Technology, or Printing.
- MSDE convened a state wide team to work collaboratively to prepare for the Reauthorization of the Strengthening Career and Technical Education for the 21st Century Act. This is formerly known as the Carl D. Perkins CTE Act or Perkins V. Perkins has changed to align more closely with WIOA. The reauthorization emphasizes:
 - Educating students with the knowledge and skills needed to keep the United States competitive;
 - Increasing employment opportunities for populations that are chronically unemployed or under employed, including individuals with disabilities, individuals from economically disadvantaged families, out of work individuals, homeless individuals, and individuals that have aged out of Foster Care;
 - Funding for helping students acquire an industry recognized credential (which is why Correctional Education can use funds to pay for testing such as ASE, Certiport, Forklift Operator Certification, etc.);
 - Increasing industry sector partnerships; and
 - Professional development for teachers and school/program leadership.
- DLLR entities have participated in several meetings and convenings with Plank Industries/Port Covington Workforce Planning team to brainstorm ideas for connecting Correctional Education students with employment opportunities post release in the areas of: construction and the hospitality industry. Kirsten Allen, Impact Investment Associate Plank Industries, now serves on the OSTC Professional Advisory Committee (PAC). She has visited the school several times and has also met with students about various employment opportunities post-release.
- December 6-7th, 2018, Arlington, VA~ Erica and Tamara attended the Programme for the International Assessment of Adult Competencies Research to Practice Conference: Do U.S. Adults Have the Skills Needed to Thrive in the 21st Century? Tamara was invited to host a group of researchers and moderate the panel: Education in Prison, which was held on Friday, December 7, 2018. The workshops were very informative and covered topics such as:

- Education in Prison;
 - Understanding Educational Aspiration among People in Prison;
 - Service Sector Workers' Skills;
 - Prison-based Education: Programs, Participation and Proficiency in Literacy/Numeracy;
 - The Influence of Correctional Education, Skills, and Lifelong Learning on Social Outcomes;
 - From Prison Cells to PhD;
 - Increasing Life-long and Life Wide Learning;
 - Numeracy and Soft Skills related to Occupational Practice;
 - Numeracy, Occupational Skills, and Gender: Using PIAAC and O*NET;
 - Skills, Health and Unemployment of Older Adults ;
 - Post-Secondary Education and Future Earnings;
 - Relationship Between Socio-economic Status and Skills;
 - Who is Not Digitally Literate in the U.S.?: and
 - Low Skilled Adults Returning to Their Communities.
- At the last Governor's Workforce Development Board meeting, employers expressed interest in increasing the number and types of occupational courses offered in correctional institutions. The CEC could work with the Governor's Workforce Development Board and DPSCS and DLLR DWDAL staff to create a workgroup to address this topic and select occupations to create trainings for. DPSCS can explore what the student population will look like as well as space considerations. The Justice Reinvestment Act is not yet giving funds; when it does, the CEC should be prepared with recommendations.

Transitional Updates (Erica DuBose)

- Erica DuBose, Transitional Coordinator at DLLR DWDAL, reported on transitional accomplishments during the last quarter (October through December, 2018).
- As of November 30, 2018, there are approximately 815 students participating in transition courses.
- 939 students have obtained a DLLR Transition Certificate of Completion (to date *FY19), broken down by month as:
 - July 2018~ 72 completions,
 - August 2018 ~ 221 completions,
 - September 2018 ~ 238 completions,
 - October 2018 ~ 184 completions, and
 - November 2018 ~ 224 completions.
- Correctional Education has six transition vacancies across the state, including:
 - Two in the Eastern region (Transition Specialist and Life Skills);
 - Two in Baltimore (transition specialist and Employment Readiness);
 - One in Jessup (Financial Literacy and Women's Health; Dr. Pogell will be resigning on Dec. 20. And she will be greatly missed); and
 - One in Syskeville for Life Skills.
- If attendees know of anyone who may be interested in any of these positions, they should contact Erica.
- Erica and Tamara Barron conducted Regional Professional Development workshops for all Occupational and Transitional Instructors and principals. They highlighted the importance of soliciting the presence of partners to bring resources to returning citizens as well as providing a direct pipeline from incarceration to employment and wrap-around services.
 - The Regional Professional Development workshops were offered on:
 - Monday, October 29, 2018, Western Region, Hagerstown Training Facility;

- Tuesday, October 30, 2018, Central Region, Sykesville Training Facility; and
 - Wednesday, October 31, 2018, Eastern Region, Salisbury AJC.
 - The workshops discussed the following topics:
 - Life Skills Curriculum Update;
 - Additional Certificates with the Special Education population and providing certificates for students that participate in workshops with our community partners; and
 - Presentations by Timothy Byrd and Ellen Willingham, Reentry Navigators, to introduce themselves to the transition and occupational teachers as well as the principals.
- The Correctional Education team introduced the Navigators to the teachers and principals in each region. They have been able to go to the schools and meet with students who are preparing for release by providing them with contact information and resources for each region. These connections relate to the CEC Employer Engagement Committee goals.
- Correctional Education participated in their first Professional Advisory Committee Meeting at OSTC on November 16, 2018. Representatives from ABC and Port Covington Development Impact Team met with them to learn about OSTC and discuss the partnership. Kiersten Allen from Port Covington will be engaging with students in the Life Skills classes, as they are nearing completion to explore employment opportunities.
- Correctional Education has developed a calendar for the Labor Exchange Administrators and Reentry Navigators to schedule classroom visits, so it does not conflict with their American Job Center responsibilities.
- Assistant Secretary Rzepkowski asked Erica to present information to the CASH Campaign of Maryland on financial challenges that the returning citizens face. In her presentation, Erica highlighted child support and child care, lack of transportation, and affordable housing.
 - The 2018 Annual Report to the Maryland General Assembly and Office of the Governor was sent to Governor Hogan on November 29th, and the link to the findings is now online. Some of the issues that will be discussed in 2019 are:
 - Additional funding to implement more financial literacy courses in the prison system;
 - Child support issues for incarcerated individuals;
 - Access to credit consultations; and
 - Fines and fees incurred during incarceration.
 - During this meeting, Mary Griffin from the Consumer Finance Protection Bureau provided Erica with information about the 2019 Your Money, Your Goals cohort. They have a reentry companion guide, which is focused on the needs of justice-involved individuals that can be used as a facilitated course or as a self-paced guide. Topics include:
 - Identify financial challenges to successful transition;
 - Obtain documents related to identification to help ease the transition process;
 - Identify and prioritize debt, including criminal justice debt;
 - Understand individual rights to obtain and review background screening reports during the employment application process; and
 - "Focus on Reentry" can be used any time: while someone is awaiting trial or sentencing, in jail or prison, or following release.
 - Erica is working with Grace Fendlay, Director of Discretionary Grants at DLLR DWDAL, to determine if Correctional Education can participate in the 2019 Your Money, Your Goals cohort based on the application requirements.
- Tamara Barron and Erica were invited to participate in the Programme for the International Assessment of Adult Competencies Conference hosted by the United States Department of

Education on December 6th and 7th. The topic was “Do U.S. Adults Have the Skills Needed to Thrive in the 21st Century?” The conference provided data about the importance of literacy and numeracy and emphasized how it can affect earning potential. The sessions from the second day were mostly devoted to incarceration and included:

- o Demographic and socio-economic factors that shape educational aspirations;
- o How prison-based programs affect how inmates use literacy and numeracy skills ;
- o Educational and health deficits for inmates with less than a high school diploma;
- o How formal education affects social outcomes (comparing prison and household populations);
- o Parental incarceration and poor outcomes for children of incarcerated parents; and
- o Digital literacy deficits.

Employer Engagement Committee Updates (Erica DuBose)

- Erica DuBose, Transitional Coordinator at DLLR DWDAL, reported on behalf of Jack Weber on the Employer Engagement Committee.
- At the last Employer Engagement Committee meeting, representatives from Associated Builders and Contractors (ABC), Vehicles for Change, Port Covington, and Civic Works provided updates with regards to partnerships.
- Chris Hadfield from ABC spoke about a grant that they received from Living Classrooms for apprenticeship. So far, two students have applied from OSTC, and one OSTC graduate has moved into apprenticeship for construction. Jumpstart just bought a site near OSTC on Biddle Street for a pre-apprenticeship program that holds about 200 students.
- Nikki Zaahir from Vehicles for Change mentioned that thus far no students have made it through the Maryland Transit Authority hiring process because of the lengthy hiring process. Students are finding employment elsewhere.
 - o She also mentioned a slow-down in recruitment of students. They are only receiving two to three students a month; previously the number was much higher.
 - o DLLR and DPSCS will collaborate to address the shortage in recruitment.
- Kiersten Allen from Port Covington discussed hospitality and construction opportunities available for returning students. The project will take place over 25 years, and there will be thousands of jobs available in construction.
- Civic Works is offering training in green jobs, such as asbestos removal, lead abatement, and solar panel installation. The training is six weeks and is unpaid, but they will provide bus passes and gas money. The training will take place at their Baltimore facility.
- Many of these partnerships are leveraging EARN. Mary Keller, EARN Maryland Administrator, will start attending employer connection meetings to make connections.
- On Friday, James Rzepkowski attended a Vehicles for Change event, where the organization gave three vehicles.
 - o He heard that former Correctional Education students have formed a 100,000 club, made up of two former students that are now making six-figures at their careers.
 - o Additionally, Exclusive Motors is a new Vehicles for Change partner, connected through the Governor’s Workforce Development Board. At the last Governor’s Workforce Development Board quarterly meeting, a Baltimore City employer partner expressed difficulties in retention. Marshel Pollock-Lawrence, Reentry Navigator, has already connected with this employer to find a solution and has already sent two jobseekers for interview.

Concluding Remarks

- Secretary Schulz is inspired by all of the work that has been accomplished this year. The CEC has seen four strong years of growth. The collaborative work will be bigger and better next year.
- This is Martha Danner's first CEC meeting on behalf of Secretary Moyer. She is impressed by the collaboration and innovation. Maryland is one of the leaders in the nation in working to make a difference for this population.
- Constance Parker retired this month after 16 years of state service. DLLR is looking into posting the position.

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